

City of San Antonio, Texas

# City Council Goal Setting Session for the FY 2019 Budget

## Equity Strategy Update

Presented by:

Alex Lopez, Interim Chief Equity Officer

May 30, 2018

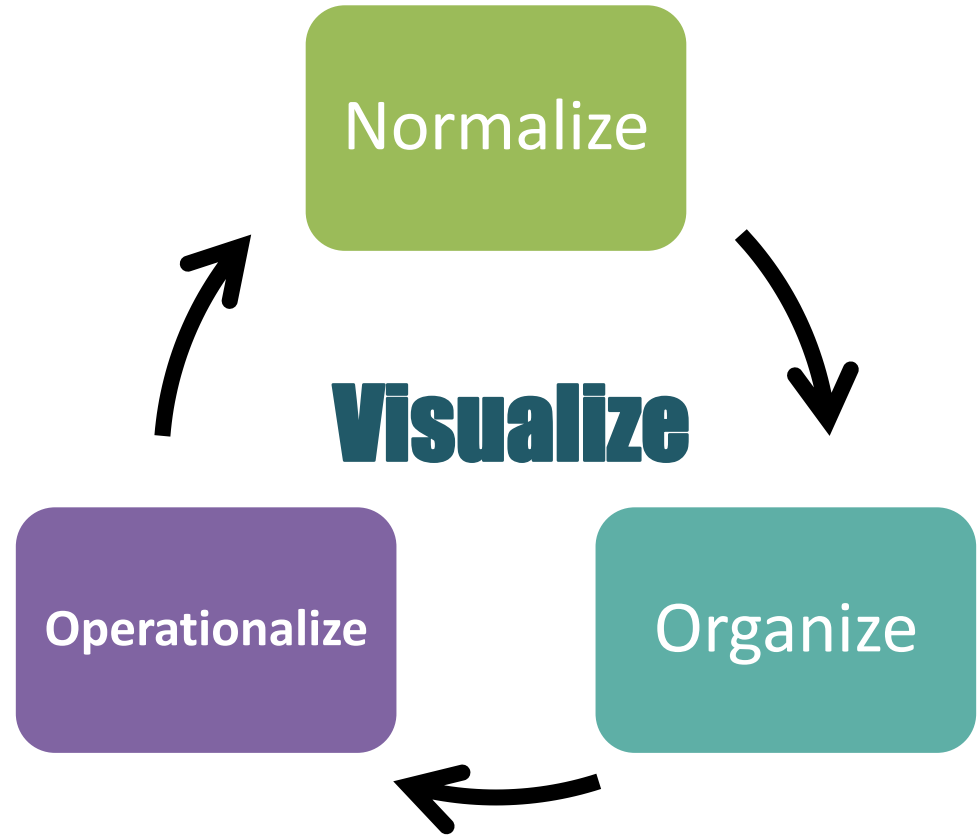


# Presentation Overview

- Update on FY 2018 Equity Strategy: 6 High Impact Initiatives
- Embedding Equity in the FY 2019 Budget Process
- Continuing Commitment to Equity in FY 2019

**How do we make the  
greatest possible  
impact?**

# Equity Approach



Source: [The Government Alliance on Race and Equity](#)

# Normalize

## Training

- ✓ Over 100 Staff
  - Implicit bias
  - Role of local government
  - Communication



# Equity Impact Assessment

1

- Discover the Why

2

- Define Outcomes

3

- Analyze Data & Community Engagement

4

- Identify Performance Measures

5

- Develop the Plan

6

- Evaluate and Report

# Organize – FY 2018 Initiatives



**Delegate Agency Funding**



**Streets**



**Neighborhood Engagement**



**SASpeakUp!**



**Planning: Land Use**



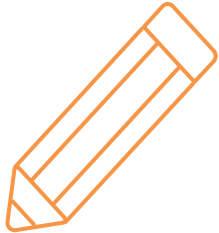
**Smart Cities**

# Equity in the FY 2019 Budget



## **“Why” Statements**

- ✓ All City Departments



## **Equity Impact Assessments**

- ✓ For proposed program changes



## **Focus on Outcomes**

- ✓ Short term, Mid-term, Long Term



# Next Steps

- Continue training of 20+ Departments in FY 2019
- Continue collaboration with community partners to maximize community results
- Operationalize and scale the Equity Strategy across the City organization

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